

EEO Data for the No Fear Act

Data as of December 31, 2003 - End of First Quarter FY 2004

EEO COMPLAINT DATA	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
I. Number of Complaints						
A. Filed during the FY	107	468	516	544	496	Not
B. Number of individuals filed during the FY	106	437	463	480	441	Available
C. Number of individuals who filed two or more complaints	1	31	53	64	55	
II. Breakdown of all Complaints filed during this FY by basis and issue	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
A. Complaints filed during the FY broken down by basis:						Not Available
1. Race:	92	218	232	258	222	
a. American Indian/Alaskan Native:	1	3	5	9	1	
b. American Asian/Pacific Islander:	10	4	8	4	5	
c. Black:	51	149	171	156	132	
d. White:	30	62	48	89	84	
2. Color:	9	14	0	0	0	
3. Sex:	84	192	215	226	191	
a. Male:	49	81	120	121	116	
b. Female:	35	111	95	105	75	
4. Age:	70	158	178	231	200	
5. Religion:	16	27	35	28	31	
6. Reprisal:	56	186	236	221	227	
7. National Origin:	29	58	69	69	50	
a. Hispanic:	10	35	38	25	23	
b. Other:	19	23	31	44	27	
8. Equal Pay Act:	0	1	0	0	0	
a. Male:	0	1	0	0	0	
b. Female:	0	0	0	0	0	
9. Disability:	46	128	144	117	100	
10. Non-EEO Basis:	4	0	0	0	0	
B. Complaints filed during the FY broken down by issue:						Not Available

1. Appointment/Hire:	1	1	10	6	8	
2. Assignment of Duties:	8	50	45	40	49	
3. Awards:	10	45	74	58	55	
4. Conversion to Full Time:	0	0	2	0	1	
5. Disciplinary Action:	8	40	30	25	70	
a. Demotion:	0	4	4	4	2	
b. Reprimand:	5	21	17	7	22	
c. Suspension:	3	14	9	13	23	
d. Removal:	0	1	0	1	22	
e. Other:	0	0	0	0	1	
6. Duty Hours:	0	2	9	4	5	
7. Evaluation/Appraisal:	3	13	16	4	13	
8. Examination/Test:	0	0	0	1	1	
9. Harassment:	28	145	160	156	136	
a. Non-sexual:	23	133	147	132	130	
b. Sexual:	5	12	13	24	6	
10. Medical Examination:	0	0	0	0	0	
11. Pay Including Overtime:	2	7	9	12	16	
12. Promotion/Non-Selection:	52	207	185	289	236	
13. Reassignment:	9	13	13	7	31	
a. Denied:	4	8	10	4	23	
b. Directed:	5	5	3	3	8	
14. Reasonable Accommodation:	12	47	55	38	45	
15. Reinstatement:	1	0	0	0	6	
16. Retirement:	2	4	2	0	5	
17. Termination:	5	32	44	33	0	
18. Terms/Conditions of Employment:	6	10	2	3	84	
19. Time and Attendance:	5	26	24	18	52	
20. Training:	4	12	10	9	22	
21. Other:	10	52	7	19	11	
III. Time measurements – All complaints pending at any time during the FY	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
A. Total number of pending:	1050	1075	1079	949	901	Not
B. Average number of days for Investigation:	287	232	217	177	174	Available
1. Without a Hearing:	266					

2. With a Hearing:	320					
C. Average number of days for Final Agency Decision:	246	412	461	356	500	
1. Without a Hearing:	262					
2. With a Hearing:	202					
D. Total Number of Complaints Dismissed:	12	81	65	81	116	
E. Average number of days from Receipt to Dismissal:	52	130	80	170	276	
IV. Final agency actions finding discrimination during the FY broken down by hearing/no hearing and basis/issue.	FY 2004 # / %	FY 2003 # / %	FY 2002 # / %	FY 2001 # / %	FY 2000 # / %	FY 1999 # / %
A. Total number of final agency actions (decisions) finding discrimination during the FY	2	8	10	7	11	Not Available
B. Decisions finding discrimination without a hearing:	0	0	0	0	5	
C. Decisions finding discrimination without a hearing broken down by basis:	0	0	0	0	5	
1. Race:						
a. American Indian/Alaskan Native:						
b. American Asian/Pacific Islander:						
c. Black:						
d. White:						
2. Color:						
3. Sex:						
a. Male:						
b. Female:						
4. Age:						
5. Religion:						
6. Reprisal:						
7. National Origin:						
a. Hispanic:						
b. Other:						
8. Equal Pay Act:						
a. Male:						
b. Female:						
9. Disability:						

D. Decisions finding discrimination without a hearing broken down by issue:	0	0	0	0	0	Not Available
1. Appointment/Hire:						
2. Assignment of Duties:						
3. Awards:						
4. Conversion to Full Time:						
5. Disciplinary Action:						
a. Demotion:						
b. Reprimand:						
c. Suspension:						
d. Removal:						
e. Other:						
6. Duty Hours:						
7. Evaluation/Appraisal:						
8. Examination/Test:						
9. Harassment:						
a. Non-sexual:						
b. Sexual:						
10. Medical Examination:						
11. Pay Including Overtime:						
12. Promotion/Non-Selection:						
13. Reassignment:						
a. Denied:						
b. Directed:						
14. Reasonable Accommodation:						
15. Reinstatement:						
16. Retirement:						
17. Termination:						
18. Terms/Conditions of Employment:						
19. Time and Attendance:						
20. Training:						
21. Other:						
E. Decisions finding discrimination after a hearing:	2	8	10	7	6	Not Available
F. Decisions finding discrimination after a hearing broken down by basis:	2	8	10	7	6	Not Available

1. Race:						
a. American Indian/Alaskan Native:						
b. American Asian/Pacific Islander:	3/50%					
c. Black:						
d. White:						
2. Color:						
3. Sex:						
a. Male:						
b. Female:						
4. Age:						
5. Religion:						
6. Reprisal:	2/50%					
7. National Origin:						
a. Hispanic:						
b. Other:						
8. Equal Pay Act:						
a. Male:						
b. Female:						
9. Disability:	1/50%					
G. Decisions finding discrimination after a hearing broken down by issue:	2					
1. Appointment/Hire:						
2. Assignment of Duties:						
3. Awards:						
4. Conversion to Full Time:						
5. Disciplinary Action:						
a. Demotion:						
b. Reprimand:						
c. Suspension:						
d. Removal:						
e. Other:						
6. Duty Hours:						
7. Evaluation/Appraisal:						
8. Examination/Test:						
9. Harassment:						

a. Non-sexual:						
b. Sexual:						
10. Medical Examination:						
11. Pay Including Overtime:						
12. Promotion/Non-Selection:						
13. Reassignment:	3/50%					
a. Denied:	3/50%					
b. Directed:						
14. Reasonable Accommodation:	1/50%					
15. Reinstatement:						
16. Retirement:						
17. Termination:						
18. Terms/Conditions of Employment:						
19. Time and Attendance:						
20. Training:						
21. Other:						
V. Status of all pending complaints	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
A. Number of complaints pending investigation:	418	352	323	394	280	Not
B. Number of complaints pending hearing:	321	342	469	410	491	Available
C. Number of complaints pending final agency action:	311	329	174	134	84	
E. Total number of complaints pending:	1050	1075	1079	949	901	
F. Number first filed before start of current fiscal year:	955	1079	949	901	949	
G. Number of individuals who filed complaints in earlier years:	58					
VI. Complaints not timely investigated	FY 2004	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999
A. Number of complaints not investigated within the time required by 29 CFR § 1614.106(e)(2):	528					Not Available

Last Updated on 02/27/2004